United Nations E/2008/L.32

Economic and Social Council

Distr.: Limited
23 July 2008

Original: English

Substantive session of 2008
New York, 30 June-25 July 2008
Agenda item 14 (a)
Social and human rights questions: advancement of women

Draft resolution submitted by the Vice-President of the Council, Jean-Marc Hoscheit (Luxembourg), on the basis of informal consultations

Mainstreaming a gender perspective into all policies and programmes in the United Nations system

The Economic and Social Council,

Reaffirming its agreed conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system,[1] and recalling its resolutions 2001/41 of 26 July 2001, 2002/23 of 24 July 2002, 2003/49 of 24 July 2003, 2004/4 of 7 July 2004, 2005/31 of 26 July 2005, 2006/36 of 27 July 2006 and 2007/33 of 27 July 2007,

Reaffirming also the commitment made at the 2005 World Summit to actively promote the mainstreaming of a gender perspective in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres and to further undertake to strengthen the capabilities of the United Nations system in the area of gender,

Acknowledging that enhancing women's opportunities, potential and activities requires a dual focus, namely, programmes aimed at meeting the basic and specific needs of women for capacity-building, organizational development and empowerment, together with gender mainstreaming in all programme formulation and implementation activities,

Recognizing that gender equality and the empowerment of women make an essential contribution to the work of the United Nations,

Noting the ongoing discussions in the General Assembly on the report of the Secretary-General[2] on the recommendations contained in the report of the High-

[1] *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3* (A/52/3/Rev.1), chap. IV, para. 4.

[2] A/61/836.

08-43708 (E) 240708

level Panel on United Nations System-wide Coherence in the areas of development, humanitarian assistance and the environment,[3]

Reaffirming that gender mainstreaming is a globally accepted strategy for achieving gender equality and constitutes a critical strategy in the implementation of the Beijing Platform for Action[4] and the outcomes of the twenty-third special session of the General Assembly,[5]

Recognizing that training is critical for increasing awareness, knowledge, commitment and the capacity of staff to mainstream a gender perspective into United Nations policies and programmes and that the provision of effective gender training requires adequate financial and human resources,

Underlining the catalytic role played by the Commission on the Status of Women, as well as the important role played by the Economic and Social Council and the General Assembly, in promoting and monitoring gender mainstreaming within the United Nations system,

Expressing serious concern that the urgent goal of 50/50 gender balance in the United Nations system, especially at senior and policymaking levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, remains unmet and that the representation of women in the United Nations system has remained almost static, with negligible improvement in some parts of the system, and in some cases has even decreased, as reflected in the report of the Secretary-General on the improvement of the status of women in the United Nations system,[6]

1. *Takes note with appreciation* of the report of the Secretary-General[7] and the recommendations contained therein;

2. *Recognizes* that the Inter-Agency Network on Women and Gender Equality remains an important forum for the exchange and cross-fertilization of ideas on gender mainstreaming within the United Nations system, and takes note of the ongoing discussions on the implementation of the policy and strategy for gender mainstreaming within the United Nations system;

3. *Encourages* all United Nations entities to continue investing in capacity development, including through mandatory training for all staff and personnel and training for senior managers, as a critical means of increasing the awareness, knowledge, commitment and competencies of staff with regard to mainstreaming a gender perspective in all United Nations policies and programmes;

4. *Recognizes* that a large gap remains between policy and practice and that building United Nations staff capacities alone is not sufficient for the Organization to meet its commitments and obligations with respect to gender mainstreaming, and requests the United Nations system, including United Nations agencies, funds and programmes within their organizational mandates, to:

---

[3] See A/61/583.

[4] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[5] General Assembly resolution S-23/2, annex, and resolution S-23/3, annex.

[6] A/61/318.

[7] E/2008/53.

(a) Strengthen institutional accountability mechanisms, including through a more effective monitoring and evaluation framework for gender mainstreaming based on common United Nations evaluation standards;

(b) Strengthen accountability systems for both management and staff, through, inter alia, the inclusion of objectives and results related to gender mainstreaming in personnel workplans and appraisals;

(c) Continue efforts to achieve gender balance in appointments within the United Nations system at the Headquarters and country levels in positions that affect operational activities, including resident coordinator appointments and other high-level posts, with due regard to representation of women from developing countries and keeping in mind the principle of equitable geographic representation, in conformity with Article 101, paragraph 3, of the Charter of the United Nations;

(d) Ensure that programmes, plans and budgets visibly mainstream gender perspectives and allocate adequate financial and human resources for gender mainstreaming commensurate with the organizational gender equality goals, including for mandatory training on gender mainstreaming, especially gender analysis, for all staff and for the implementation of strategies, policies and action plans;

(e) Share and disseminate good practices, tools and methodologies electronically and through regular meetings on gender mainstreaming, including through the Inter-Agency Network on Women and Gender Equality and its task forces, as well as the United Nations country teams;

(f) Address gaps by strengthening coordination and synergy between policy and practice in mainstreaming a gender perspective in their respective fields of work;

(g) Enhance collaboration and coordination in the work of gender specialists and gender focal points working, inter alia, in the areas of peace and security, humanitarian affairs and economic and social development;

(h) Provide specific ongoing capacity-building, inter alia, through training for gender specialists and gender focal points, including in the field;

(i) Promote a United Nations system-wide common understanding of a results-based management framework with benchmarks and indicators for measuring progress in application of the gender mainstreaming strategy to achieve gender equality;

(j) Include clear gender equality results and gender-sensitive indicators in their strategic frameworks;

(k) Assess the gaps in gender mainstreaming and unify methodologies for evaluation after the implementation of gender mainstreaming policies and programmes within the United Nations system;

(l) Strengthen collaboration between United Nations country teams on gender equality programmes, including through joint activities and the strengthening of the capacity of gender theme groups to support such activities;

(m) Mainstream a gender perspective and pursue gender equality in their country programmes, planning instruments and sector-wide programmes and

articulate specific country-level goals and targets in this field in accordance with national development strategies;

(n) Collaborate with the resident coordinator system to provide gender specialist resources in support of gender mainstreaming in country-level activities in all sectors in which they operate, working closely with relevant national counterparts;

(o) Promote inter-agency cooperation through the Inter-Agency Network on Women and Gender Equality and the United Nations System Chief Executives Board for Coordination, through its High-level Committee on Programmes, the United Nations Development Group and its High-level Committee on Management, in order to ensure consistency and synergy in the implementation of the United Nations system-wide policy and strategy on gender mainstreaming;

(p) Promote the collection, analysis and use of data disaggregated by sex during programme development and evaluation of gender mainstreaming to assess progress towards achieving gender equality and the empowerment of women;

5. *Requests* all relevant United Nations entities to maintain their efforts to raise awareness of gender issues within their organizations and across the United Nations system;

6. *Stresses* the important role that senior management plays in creating an environment that actively supports gender mainstreaming, and calls upon it to do so;

7. *Requests* the Inter-Agency Network on Women and Gender Equality to continue to provide practical support to its members in gender mainstreaming, explore possibilities for developing an accessible and consolidated database of trained facilitators at the country and regional levels, in consultation with Member States, and report regularly to the United Nations System Chief Executives Board for Coordination in order to facilitate the incorporation of gender mainstreaming perspectives into their work;

8. *Requests* the Secretary-General to submit to the Economic and Social Council at its substantive session of 2009 a detailed report on progress made in the implementation of the present resolution, including updated information on the implementation of paragraph 4 of Council resolution 2006/36.